

ANNUAL PERFORMANCE PLAN
FOR
ACADIA NATIONAL PARK
AND
SAINT CROIX ISLAND INTERNATIONAL HISTORIC SITE
FISCAL YEAR 2004
OCTOBER 1, 2003 – SEPTEMBER 30, 2004

**Fiscal Year 2004
Annual Performance Plan**

for

*Acadia National Park
And
Saint Croix Island International Historic Site*

Superintendent

Date

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About This Plan

This is the Annual Performance Plan for Acadia National Park and surrounding sites. It covers October 1, 2003 – September 30, 2004 (Federal fiscal year 2004), the fourth year of our five year (2001-2005) Strategic Plan. Our separate Strategic Plan contains our mission and long-term goals and contributes to the nationwide National Park Service (NPS) mission. Copies of our Strategic Plan are available by request. Please send all requests to Strategic Plan/Attn. Superintendent, PO. Box 177, Bar Harbor, ME. 04609.

Our Annual Performance Plan lists each annual goal in the context of its parent mission and long-term goal. Like the parent goal, each annual goal is results or outcome-oriented. Each goal is objective, quantified and measurable, with performance measures built into each goal statement. Each goal has a brief background explanation, an overview of how the goal will be accomplished, and a statement of how accomplishment will be measured. See Section III Financial Resources for information on the fiscal and human resources we plan to use to achieve the desired outcomes or results.

Following the annual goals are the detailed annual work plans for achieving those goals. They describe the specific activities, services, and products that will be carried out or produced to accomplish goal results. Annual work plans and budgets guide the park's daily activities throughout the year and ensure alignment of its fiscal and human resources and its work (inputs and outputs) with achievement of desired conditions for natural and cultural resources and visitor experiences (outcomes).

Acadia National Park and Saint Croix Island International Historic Site

Acadia National Park is a vital part of America's national system of parks, monuments, battlefields, recreation areas, and other natural and cultural resources. Acadia National Park, located on the coast of Maine, was established by Presidential Proclamation as Sieur de Monts National Monument in 1916, with subsequent name changes by the Congress of the United States to Lafayette National Park in 1919 and to its current name in 1929. The Park contains 46,000 acres and preserves the scenic, ecological, historic, archeological, and cultural resources of the Acadian archipelago in perpetuity and makes this valuable part of America's heritage accessible to more than 3.5 million visitors each year.

Saint Croix Island, like Acadia National Park, is an important component of America's national system of natural and cultural resource areas. Saint Croix International Historical Site (IHS) is located on the coast of Maine at the border with New Brunswick, Canada. It was authorized by an Act of Congress as a national monument in 1949, and later (1984) designated as an International Historic Site. This historic site of about 22 acres conserves the resources and values of St. Croix Island, an area of historical significance to the people of the United States and Canada as the first French settlement that led to a lasting French presence in the New World.

The National Park Service

The National Park Service (NPS), established in 1916, preserves outstanding examples of the best of America's natural, cultural, and recreational resources for the enjoyment, education, and inspiration of present and future generations. These resources constitute a significant part of America's national heritage, character, and future. The National Park System consists of 379 units located in nearly every state and territory of the nation. The National Park Service not only directly preserves these treasures, but also makes them available to millions of visitors from throughout the country and the world every year. NPS also has legislated responsibilities for natural and cultural resource conservation outside national parks in partnership with state and local governments, tribes, and non-profit organizations. These programs provide a variety of technical and/or financial assistance.

In consultation with Congress, Office of Management and Budget (OMB) and other interested parties, the NPS developed its own implementation process to comply with the Government Performance and Results Act (GPRA) of 1993. Using an 8-step process, the NPS developed its first *Strategic Plan* in 1997 and revised it in 2001. A copy of the current plan is available for review at Acadia National Park or on the Internet at <http://www.nps.gov/planning>.

As part of its GPRA implementation process, NPS mandated that each of its component parks, programs, and offices develop and submit their own Strategic Plans, Annual Performance Plans, and Annual Performance Reports. These plans contribute to applicable long-term goals in the NPS *Strategic Plan* and may add goals specific to their own legislative mandates, missions, resources, visitor services, and issues needs. The local plans are generally a blend of national and local missions and goals.

Government Performance and Results Act (GPRA) of 1993

GPRA is one of the most recent and comprehensive of a number of laws and executive orders directing federal agencies to join the "*performance management revolution*" already embraced by private industry and many local, state, and national governments.

Performance management uses performance goals based on an organization's primary mission to guide daily actions and expenditures. Goals must have quantifiable and measurable results or outcomes rather than efforts or outputs such as activities, services, and products. The items in this plan follow a specific order: **establish goals – allocate resources to accomplish those goals – take action/do the work – measure results – evaluate and report performance – use evaluation to adjust goals and reallocate resources**. This process sharpens our focus on accomplishing our mission in the most efficient and effective way, and holds managers and employees accountable on a clear and measurable basis.

This Plan however, is more than just a response to legislative mandate. The law was a catalyst that caused the park staff to reexamine daily activities and routine products and services, as well as funding and staffing expended to accomplish them. It motivated and energized us to make sure these things are aligned with the mission of the National Park Service and the long-term goals established to achieve that mission.

The results, we believe, will be better planning, better management, and better communication among ourselves and with our constituents, about where we are, where we need to be, and how we are going to get there most effectively and efficiently.

Mission

Our mission statement combines our mandated purpose with the park's primary significance:

THE MISSION OF ACADIA NATIONAL PARK

The National Park Service at Acadia National Park protects and conserves outstanding scenic, natural, and cultural resources for present and future generations. These resources include a glaciated coastal and island landscape, biological diversity, clean air and water, and a rich cultural heritage. Acadia National Park also offers opportunities for high-quality non-consumptive recreation, education, and scientific research.

THE MISSION OF SAINT CROIX ISLAND INTERNATIONAL HISTORIC SITE

The National Park Service preserves Saint Croix Island International Historic site as a monument to the beginning of the United States and Canada. It was here that Pierre du Gue de Mons with a company of 78 men established a French settlement in 1604–05. In cooperation with Parks Canada, the National Park Service educates the public about that heroic effort, its context, and its consequences.

III Strategies: Accomplishing Goals

We plan to accomplish our goals using the organization, facilities, and financial resources summarized below.

Organization

Superintendent Sheridan Steele leads the Acadia National Park and Saint Croix Island IHS staff that is organized into five operating divisions—Resource Management, Interpretation, Visitor And Resource Protection, Maintenance, and Administration.

Our staff is supplemented and/or supported each year by special project funds, contracts, and the assistance and expertise of various other NPS parks and central offices. Our partner organization, Friends of Acadia, provides grant monies exceeding \$300,000 to assist with maintenance of historic carriage roads and trails and support for the park's Youth Conservation Corps program. Friends of Acadia also employs 5 summer seasonal "ridge runners" who provide vital backcountry visitor contact. The University of Maine and the State of Maine as well as the US Geological Survey, Biological Resources Division provide assistance to address high priority science needs at Acadia National Park. We anticipate using their expertise to conduct biological inventories, develop long-term monitoring protocols, and conduct studies to clarify threats to park resources.

Eastern National Association provides, at no cost to the NPS, about 13 employees each summer season to help accomplish education and visitor service goals through literature sales and donation. The Volunteers in Parks (VIP) Program also provides tens of thousands of work hours accomplishing necessary tasks throughout the Park.

Facilities

Acadia National Park facilities [and infrastructure] available for use to accomplish FY2004 annual goals include: Headquarters complex (includes Administrative, Law Enforcement, Resource Management, Interpretative and Maintenance facilities); a summer visitor center with exhibits, AV auditorium, information desk and Eastern National book store; a satellite visitor contact station at Thompson Island at the entrance to Mount Desert Island; a winter visitor center with information desk and interpretative literature sales; a museum (Islesford Museum); a Nature center with exhibit area; 5 picnic areas; 3 campgrounds—Blackwoods Campground, Isle au Haut and Seawall Campground—2 of which have an amphitheater for interpretative programs (Isle au Haut CG does not); 2 beaches - Sand Beach on the ocean and Echo Lake beach on Echo Lake; 147 miles of hiking trails; 44 miles of carriage roads and access to 13 additional miles on adjacent private property; 27 miles of shoreline scenic drives, and an island-wide bus system.

As partnerships are formed and planning continues, the park will implement the re-use of the former Schoodic navy base in support of park operations at the Schoodic district and the Schoodic Education and Research Center. Facilities at the former base include approximately 58 buildings, a water and wastewater treatment plant, storm and sanitary sewer lines, sidewalks, walks, paved and gravel roads and parking areas.

Facilities at Saint Croix Island International Historical Site consist of outdoor exhibits, a rest room, and a small maintenance shop. As recommended in the St. Croix Island General Management Plan, a regional heritage center in downtown Calais, Maine is being developed in connection with the celebration of the 400th anniversary of the establishment of the first French settlement in North America. The National Park Service has provided in excess of \$2 million dollars to assist in the development of this center.

Financial Resources

Financial resources available to achieve the park's and surrounding sites FY 2004 annual goals include a base operating budget of approximately \$6,419,000 which funds the basic operation. Included in this amount, as it was in last year's budget, is \$345,000 to support the National Park Service's Natural Resource Challenge. The funding focuses on addressing management issues related to native and nonnative species.

The park plans to develop and implement a cooperative plan with the State of Maine to protect native fish, conduct inventories, monitor aggressive exotic invertebrates and mitigate 15 of the most aggressive plant invaders. These activities would enable the park to restore native communities, collaborate in recovery programs, mitigate disturbance and monitor vital signs.

The permanent staff will be supplemented by approximately 35,000 hours of Volunteers-in-Parks service, Student Conservation Assistants and special project and program funds distributed by the National Park Service regional and Washington offices.

Achieving our FY 2004 annual goal performance targets is critically dependent on our base funding and on these additional project funds, volunteer assistance, partnerships and donations. Therefore, in order to plan the year's goals, to organize, communicate, and document them, all funding and staffing sources, and major alternative sources of support and work, are included in developing our Annual Performance Plan.

Highlights of the park's budget, which funds specific goals in this annual performance plan, include:

Estimated \$803,101 for resource preservation and management: Includes funding to support cultural landscape management, restoration of disturbed sites, containing exotic plant species, protection and research of threatened and endangered species (not necessarily listed but still requiring special attention such as the peregrine falcon), monitoring of air quality, cataloging of museum collections, development of resource knowledge, contributions to visitor satisfaction, contributions to visitor safety, and contributions to visitor understanding.

Projects totaling approximately \$2.50 million in fee revenues retained by the park will address infrastructure improvements, museum rehabilitation, Isle au Haut improvements, non-historic visitor facility improvements, repairs to stone bridges and other historic structures, elimination of urgent campground deficiencies, rehabilitation of signs and interpretive media park-wide, rehabilitation of the Jordan Pond area focusing on safety, accessibility, congestion and resource damage, development of park carrying capacity, rehabilitation of historic trails system, continued implementation of public transportation system, rehabilitation of operational facilities, mitigation of safety and health deficiencies in park facilities, establishing an environmental management program, and financing the collection of fee revenue.

\$4,264,959 to address visitor services including interpretation programs, resource education efforts, resource protection efforts, maintenance of all visitor facilities, campground operations, search and rescue operations, visitor center operations, roadside/waste removal, hazard tree maintenance, trails maintenance, visitor satisfaction surveys, equipment maintenance and repair, supplies and services necessary to provide materials necessary to perform the maintenance and repair functions, maintenance and operation of the Schoodic unit facilities and management of the park's four concessions operations and an estimated 135 commercial use authorizations.

\$421,877 for park administration: Includes salary and benefit costs for the superintendent, deputy superintendent, and management's program assistant providing dedicated administration support to the superintendent's office and park-wide employee relations activities.

Construction: Two line item construction packages were funded in 2003 and will be constructed in 2004. One for \$3,329,000 would rehabilitate historic granite carriage road bridges by correcting waterproofing problems, repointing stone work, establishing a below grade, watertight, drained surface to carry water away from bridge structures, and removing years of water-borne deposits. The other, for \$5,137,000, will rehabilitate Seawall Campground, restrooms campsites, roads and utilities, rehabilitate the sewage system at Harden Farm, rehabilitate/replace facilities at Sieur de Monts, Seawall picnic area and Sand Beach. Projects include mitigation of health and safety and resource protection deficiencies and address previously deferred maintenance requirements. A third line item project for \$6,972,000 is scheduled to begin in 2004. Work will consist of rehabilitation of Blackwoods campground utilities, roads, sites and restrooms; reconstruction of Echo Lake restroom, changing rooms, utilities, and adding accessible path; replacement of Cadillac Mountain Power Line; rehabilitation of Pretty Marsh shelters; rehabilitation of Thompson Island and McFarland Hill sewage system; and rehabilitation of public restrooms at Schoodic Point and Fabbri.

2004 projects funded from park user fees will include continued rehabilitation of trails, operation of the Island Explorer bus system, rehabilitation of grounds at Sieur de Monts Nature Center; surveying and marking park boundaries; cataloging museum collection; and rehabilitation of the Cadillac radio repeater site, Sieur de Monts Spring Canopy roof, Seal Cove Road roadside ditching and vegetation, Cadillac Mountain trail accessibility, and wayside exhibits.

Other projects will include rehabilitation the historic Carroll Homestead and McGlashan-Nickerson house and garage (in Calais); rehabilitation of park housing, removal of encroaching vegetation on Isle au Haut and MDI roads; and construction of interpretive exhibits for concession operated shops.

IV. KEY EXTERNAL FACTORS

Acadia National Park is part of a regional, national, and international community. Management decisions in the park can influence or affect nearby communities, and actions taken outside the park can also influence or affect park resource and visitor use. For example, visitor management actions taken by the park can have an adverse effect on the state and local tourist economy. Conversely, marketing and aggressive advertising by private businesses in the park gateway communities can attract more visitors than a park can accommodate. The staff at Acadia National Park is committed to working with state, local, national, and international partners to maximize the positive benefits and minimize the adverse effects of external factors. The Park staff cannot, of course, directly control many external factors that influence the park.

Although Park management and staff can plan, manage, and control much of what occurs in the park and to some extent what occurs outside its boundaries, there are other factors, such as natural events, that are beyond managing or influencing and that can adversely affect results. A few of the most important or most common are:

- ♦ Increased visitation. Visitation has grown over the past five years and this increase is expected to continue. Increased visitor use negatively affects most of the park's natural resources. Plants in sub-alpine habitats on mountain summits and offshore islands are particularly sensitive to trampling.

- ♦ Habitat fragmentation. Acadia National Park lands consist of mainly small acreage parcels that have highly irregular boundaries, and are surrounded by private land that is becoming increasingly developed.
- ♦ Pollution. Park watersheds receive some of the highest levels of atmospheric air pollutants in the northeastern United States. Elevated inputs of ozone, nitrogen, and other compounds originating from major northeast cities profoundly affect forested ecosystems in the Park.
- The Schoodic Navy Base. Surrounded by parklands, the Navy property that reverted to the National Park Service on July 1, 2002 offers many opportunities for public access, resource management, and partnership activities in support of a Schoodic Education and Research Center.

Its historic buildings and other facilities have great potential to support Acadia's mission. However, new lands and programs require additional commitments of personnel and funds. Hard choices must be made.

- The quadricentennial of the 1604 arrival of the French at Saint Croix Island will take place this year. Community activists are preparing for this event and encouraging the National Park Service to take the lead in commemoration. Special interest groups include economic development groups, Native Americans, Acadians and Huguenots. However, these efforts require additional commitments of personnel and funds and time is running out.
- Increased encroachment on park boundaries. The fact that park lands are scattered throughout the Island lends itself to uncertainty about the location of park boundaries. Increasingly, this situation is resulting in significant illegal trail building, and the use of snowmobiles and ATVs in numerous park locations.

V. GOALS

"The NPS performance management process requires all units of the NPS to organize goals and efforts under four goal categories and broad "in perpetuity" mission goals that state ideal future conditions and encompass all we do. Long-term goals, developed for each strategic plan period move us toward mission goals. The annual goals shown in this section are the current year's increments toward achieving long-term goals, and they are listed by Goal Category, Mission Goal, and Long-term Goal. Please see our Strategic Plan for more details.

Our goals for FY04 (October 1, 2003 through September 30, 2004) are listed below in bold. The numbering sequence follows that of the NPS Strategic Plan. Goal numbers may not be consecutive – where a number is left out there is no local goal matching the NPS goal. Goal Categories and Mission Goals are in regular type. Long-term goals are italicized. **Annual Goals are in bold type.** Since goal progress is not always equally spaced during a strategic planning period, there is a note to show when no activity is scheduled this fiscal year."

Goal Category I Preserve Park Resources

1a Natural and cultural resources and associated values at Acadia National Park are protected, restored and maintained in good condition and managed within their broader ecosystem and cultural context.

1a1A Disturbed Lands

1a1A. By September 30, 2005, 28 of 283 acres (10%) of Acadia National Park's lands disturbed by prior development or agricultural use and targeted (by September 30, 1999) for restoration are restored.

By September 30, 2004, 15 acres (5%) of targeted disturbed Park lands as of 1999, are restored, and 2% of priority targeted disturbances are contained.

1a1B Exotic Vegetation

1a1B. By September 30, 2005, 55 of 55 acres (100%) of Acadia National Park's lands impacted by exotic vegetation (purple loosestrife) targeted by September 30, 1999, are contained.

By September 30, 2004, 55 acres (100%) of 55 acres of Acadia's lands impacted by exotic vegetation targeted by September 1999 are contained.

1a2 Threatened and Endangered Species (Stable)

1a2 By September 30, 2005, 1(100%) of Acadia National Park's identified populations of federally listed threatened and endangered species with critical habitat on park lands and/or requiring NPS recovery actions, as of 1999, have stable status.

By September 30, 2004, 1 (100 %) of Acadia National Park's identified populations (1 of 1) of federally listed species (peregrine falcon) are at scientifically acceptable levels

1a2X Native Species of Special Concern

1a2.By September 30, 2005, 100% of the 1999 identified park populations [1 of 1] of the State of Maine listed species of special concern are at a scientifically acceptable level.

By September 30, 2004, 1 of 1 (100%) of Acadia's populations of animal species of special concern is at scientifically acceptable levels.

1a3 Air Quality of Parks Conducting Air Quality Activities

1a3. By September 30, 2005, air quality in Acadia National Park has remained stable or improved.

By September 30, 2004, air quality improves or does not degrade from 1997 levels. Parks report dollars and FTE in support of this goal but do not report performance.

la4 Water Quality

la4. By September 30, 2005, Acadia National Park has unimpaired water quality.

By September 30, 2004, Acadia National Park has unimpaired water quality.

la5 Historic Structures

la5. By September 30, 2005, 117 of 196 (60%) of Acadia National Park's historic structures listed on the National Park Service's List of Classified Structures at the end of the fiscal year are in good condition.

By September 30, 2004, 112 of 196 (57%) of Acadia National Park's historic structures listed on the NPS List of Classified structures at the end of the fiscal year are in good condition.

la6 Museum Collections

la6. By 2005, 129 of 156 (83%) of preservation and protection standards for Acadia National Park's museum collections are met.

By September 30, 2004, 115 of 156 (73%) of preservation and protection standards for Acadia National Park's museum collections are met.

la07 Cultural Landscapes

*la07 By September 30, 2005, 3 of 14 of Acadia National Park's cultural landscapes **not** on The National Park Service Cultural Landscapes Inventory (CLI) and/or on the CLI but without condition assessment are in good condition.*

By September 30, 2004, 2 of 14 of Acadia National Park's cultural landscapes not on The National Park Service Cultural Landscapes Inventory (CLI) and/or on the CLI but without condition assessment is in good condition.

la08 Archeological Sites

la08. By September 30, 2005, 106 of 159 (67%) of Acadia National Park's archeological sites NOT listed on the National Park Service Archeological Sites Management Information System (ASMIS), or listed without condition assessments, are in good condition.

la08. By September 30, 2004, 104 of 159 (65%) of Acadia National Park's archeological sites NOT listed on the National Park Service Archeological Sites Management Information System (ASMIS), or listed without condition assessments, are in good condition.

Ib The National Park Service contributes to knowledge about natural, cultural, and scenic resources and associated values at Acadia National Park; Management decisions about resource and visitors are based on adequate scholarly and scientific information.

Ib0 Cultural Resource Baselines (other)

Ib0. By September 30, 2005 Acadia National Park's Administrative History is completed to professional standards.

By September 30, 2004, Acadia National Park has 80% of its administrative history that is current and completed to professional standards.

Ib01 Natural Resources

Ib01. By September 30, 2005, 12 of 12 (100%) of Acadia National Park's primary natural resource inventories identified in a Resource Management Plan and General Management Plan are completed.

By September 30, 2004, 9 of 12 (75%) of Acadia National Park's primary natural resource inventories identified in a Resource Management Plan and General Management Plan are completed.

Ib2A Archeological Baseline

Ib2A. By September 30, 2005, the number of the park's archeological sites inventoried, evaluated and listed in the National Park Service ASMIS (Archeological Sites Management Information System) is increased from 35 in FY 1999 to 168.

By September 30, 2004, the number of the park's archeological sites inventoried, evaluated and listed in the National Park Service ASMIS (Archeological Sites Management Information System) is increased to 165 sites.

1b2B Cultural Landscapes Baseline

Ib2B. By September 30, 2005, the number of Acadia National Park's cultural landscapes inventoried, evaluated, and entered on the National Park Service Cultural Landscapes Inventory (CLI) at Level II is increased from 2 in FY 1999 to 3.

Ib2B. By September 30, 2004, the number of Acadia National Park's cultural landscapes inventoried, evaluated, and entered on the National Park Service Cultural Landscapes Inventory (CLI) at Level II remains at 2.

Ib2D Museum Collections Cataloged

Ib2D. By September 30, 2005, the number of park museum objects cataloged into the National Park Service Automated National Catalog System (ANCS+) and submitted to the National Catalog is increased from 160,294 to 212,775.

By September 30, 2004, the number of park museum objects cataloged into the National Park Service Automated National Catalog System (ANCS+) and submitted to the National Catalog equals 212,775 objects.

Ib3 Vital Signs

Ib3. By September 30, 2005, Acadia National Park has identified its vital signs for natural resource monitoring.

By September 30, 2004, Acadia National Park has not identified its vital signs for natural resource monitoring.

Ila Visitors have safe, enjoyable, high quality educational and recreational experiences and are satisfied with the availability, accessibility, diversity, and quality of Acadia National Park facilities, services and appropriate recreational activities.

Ila1 Visitor Satisfaction

Ila1 Visitor Satisfaction – By September 30, 2005, 98% of the park visitors are satisfied with appropriate park facilities, services, and recreational opportunities.

By September 30, 2004, 95% of visitors are satisfied with appropriate park facilities, services and recreational opportunities.

Ila2 Visitor Safety

Ila2. By September 30, 2005, the number of visitor accidents/incidents at Acadia National Park is no higher than its baseline of 19 (FY92-FY96 five year annual average).

By September 30, 2004, the number of visitor accidents/incidents at Acadia National Park is no higher than its baseline of 19 (FY92-FY96 five-year annual average).

Ilb The public understands, appreciates, and protects Acadia National Park's resources and values for this and future generations.

Ilb1 Visitor Understanding and Appreciation

Ilb1 Visitor Understanding – By September 30, 2005, 86% of visitors understand the significance and mission of Acadia National Park.

By September 30, 2004, 85% of visitors understand the significance and mission of Acadia National Park.

IVa The National Park Service at Acadia National Park is an effective, cohesive, and accountable organization responsive to the missions of Acadia National Park and Saint Croix Island International Historic Site.

IVa3A Performance Plans Linked to Goals

IVa3A. By September 30, 2005, 100% of Acadia National Park employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.

By September 30, 2004, 79% of employee performance standards are linked to appropriate strategic and annual performance goals.

IVa4A Workforce Diversity; Underrepresented Groups In Permanent Work Force

IVa4A. By September 30, 2005, the number of Acadia National Park's permanent and term positions in the 9 targeted occupational series filled by employees from underrepresented groups is increased from 5 at the end of FY 1999 to 7. (25% increase).

After FY 2001, parks are not required to report to this goal as indicated by the technical guidance issued in May 2002. Park still continues efforts to diversity its permanent work force as opportunities arise, and added one diverse candidate to the permanent work force in FY 2003.

IVa4B Work Force Diversity; Women & Minorities in Temporary and Seasonal Work Force

IVa4B. By September 30, 2005, the total number of Acadia National Park temporary, seasonal positions annually filled by women and minorities is no lower than the FY 1999 level of 43.

After FY 2001, parks are not required to report to this goal as indicated by the technical guidance issued in May 2002. Park still continues efforts to diversity its temporary work force as opportunities arise.

IVa4C Workforce Diversity; Individuals with Disabilities in the Permanent Work Force

IVa4C. By September 30, 2005, the number of Acadia National Park permanent positions filled by employees with disabilities is increased from 1 in FY 1999 to 2 (100% increase).

After FY 2001, parks are not required to report to this goal as indicated by the technical guidance issued in May 2002. Park still continues efforts to fill permanent positions with employees with disabilities as vacancies occur.

IVa4D Work Force Diversity: Individuals with Disabilities in Temporary and Seasonal Work Force

IVa4D. By September 30, 2005, the number of Acadia National Park temporary/seasonal positions filled by employees with disabilities is increased from 0 in FY 1999 to 1 (100% increase).

After FY 2001, parks are not required to report to this goal as indicated by the technical guidance issued in May 2002. Park still continues efforts to fill temporary positions with employees with disabilities as opportunities arise.

IVa5 Employee Housing

IVa5. By September 30, 2005, the number of employee housing units listed in poor or fair condition is reduced from 17 in FY1997 to 10 (41%).

By September 30, 2004, the number of employee housing units listed in poor or fair condition is reduced from 17 in 1997 to 12.

IVa6a Employee Safety; Lost Time Injury Rate

IVa6A. By September 30, 2005, the number of Acadia National Park employee lost-time injuries is reduced from the FY1992–FY1996 five-year annual average of 5.2 injuries to 5 or fewer injuries.

By September 30, 2004, the number of lost time injuries is reduced from the five-year average ending in FY 1996 of 5.2 to 5 or fewer.

IVa6B Employee Safety (Continuation of Pay Hours)

IVa6B. By September 30, 2005, the number of Acadia National Park hours of Continuation of Pay will be at or below 80 hours per year.

By September 30, 2004, the number of Acadia National Park hours of continuation of pay will be at or below 87 hours.

IVa7 Line Item Construction

IVa7. By September 30, 2005, 100% of Acadia National Park line-item projects funded by September 30, 1998, and each successive fiscal year, meet 90% of cost, schedule, and construction parameters.

By September 30, 2004, 95% of Acadia National Park line-item construction projects meeting baseline criteria meet 90% of cost, schedule, and construction parameters.

IVb The National Park Service increases its managerial resources through initiatives and support from other agencies, organizations, and individuals.

IVB1 Volunteer Hours

IVb1 Volunteer Hours – By September 30, 2005, the number of Acadia National Park volunteer hours is increased from 32963 in 1997 to 36,259 (10%).

By September 30, 2004, the number of Acadia National Park volunteer hours is increased from 32963 in 1997 to 36000.

IVb2A Cash Donations

IVb2A. By September 30, 2005, cash donations to Acadia National Park are increased from \$249,764 in 1998 to \$351,562 (41%).

By September 30, 2004, cash donations to Acadia National Park are increased from \$249,764 in 1998 to \$326,562

IVb2C Cooperating Associations In-Kind Donations

IVb2C. By September 30, 2005, the cash value of in-kind donations, grants and services to Acadia National Park from Eastern National Association is maintained at the FY97 level of \$157,297.

By September 30, 2004, the cash value of in-kind donations, grants and services to Acadia National Park from Eastern National Association is no less than the FY97 level of \$157,297.

IVb4 Fee Receipts

IVb4 Fee Receipts – By September 30, 2005, the receipts from Acadia National Park entrance, recreation, and other fees are no lower than FY 1997 level of \$1,562,600.

IVb4 Fee Receipts – By September 30, 2004, the receipts from Acadia National Park entrance, recreation, and other fees are no lower than FY 1997 level of \$1,562,600.

IvbX Park Partnerships

IVbX. By September 30, 2005, the number of projects successfully completed by partners under formal agreements that protect the resources and serve the visitors of Acadia National Park is increased from 3 in FY 1999 to 5 (67% increase).

IVbX By September 30, 2004, the number of projects successfully completed by partners under formal agreements that protect the resources and serve the visitors of Acadia National Park is increased from 3 in FY 2000 to 4.

VI. MEASURING RESULTS

Measuring performance and confirming results often involves the same approach for more than one goal. For example, visitor surveys are used both for IIa1-Visitor Satisfaction and IIb1-Visitor Understanding. Site condition inspections and completion reports are used for goals Ia5 Historic Structures, Ia6 Museum Collections, and Ia7 Cultural Landscapes. Increases in the various cultural resource baselines under Goal Ib2A-E will be verified regionally and sent to the national manager for that database. Each goal will be measured by the specific methods described in the previous section.

Senior management of Acadia National Park and Saint Croix Island IHS conducts a quarterly review of performance under this plan during the first nine months of the fiscal year. During the fourth quarter of the year, there is a biweekly review. An annual performance report examines progress towards each of the goals, makes adjustments to goals if appropriate.

VII ANNUAL PERFORMANCE PLAN PREPARERS

The following park staff members were involved in preparing this Annual Performance Plan:

Len Bobinchock	Deputy Superintendent
Dave Buccello	Chief Ranger
Michael Healy	Administrative Officer, GPRA Coordinator
John Kelly	Park Planner
Dave Manski	Chief of Resource Management
Barry Nealon	Budget Analyst
Jim Vekasi	Chief of Maintenance
Deb Wade	Chief of Interpretation